MASSACHUSETTS/AFL-CIO

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February 1, 1989

TO: MEMBERS OF THE EXECUTIVE COUNCIL

Enclosed are the Minutes of the January Executive Council Meeting for your review and approval.

The next Council Meeting is scheduled for:

DATE: THURSDAY, FEBRUARY 16, 1989

TIME: 10:00 A.M. - MEETING
12:30 P.M. - LUNCHEON

PLACE: BOSTON PARK PLAZA
(Berkeley/Clarendon Room)

Please make every effort to attend this meeting and I look forward to seeing you on the 16th.

Fraternally,

Robert J. Haynes

ROBERT J. HAYNES
SECRETARY-TREASURER

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encl.

MASSACHUSETTS / AFL-CIO
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MINUTES
Massachusetts AFL/CIO
January 19, 1989
Sheraton Lincoln Inn, Worcester, Mass.

PRESENT:
Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.'s Lydon and Faherty; Vice President's Burke, Butler, Cardinal, Chirillo, Collins, Dart, DeRosa, Dimitropolis, Joyce, Leahy, LeBlanc, Mahar, McDevitt, Mills, Ollivierre, Simmons, Thomas, Thompson, Walsh.

ABSENT:
Exec. V.P. Farmer, (u.b); Vice President's Abdow, Alman, Chigas, (u.b.); Ciejka, Conley, Devlin, Ferris, (u.b.); Foley, Irvin, Kamel, Kerr, (u.b.); Lima, Mullane, Phinney, (u.b.); Romano, Williams, (u.b.).

The Council meeting was opened with a prayer by V.P. Burke.

MMS to accept the Minutes of the last Executive Council Meeting (December 15, 1988). So voted.

At this time the regular order of business was suspended for President Osborn to administer the oath of Office of Vice President from the Berkshire area to Nicholas Dimitropolis, who would be replacing V.P. Ferrin. V.P. Dimitropolis was duly sworn in.

Meeting was then called back to order.

PRESIDENT'S REPORT:
President Osborn thanked the Vice President's that attended the "State of the Union" conference and for remaining for the Executive Council Meeting. The President gave a report on the Conference and stated such a conference was an integral part of the Council's future. He noted that there was good attendance by the Building Trades and the Central Labor Councils. President Osborn advised that this conference gave the participants an opportunity to exchange ideas and significant information as a result of a very diversified format. He also noted that for future "State of the Union" conferences the format will be further improved. The President also encouraged more participation by the Vice Presidents.

President Osborn reminded the members of the Council of the pre-caucus meeting set for Waltham, on Saturday, January 20th at 10:00 A.M. and of the importance of electing labor delegates to the Democratic State Convention and that the election of labor delegates in the past has contributed to labor's well being; he urged their participation at the caucuses to continue labor's visibility and to continue to send strong labor messages to the Democratic Party. He advised that it will be easier to elect female delegates as there were more open slots for female delegates.

- President Osborn spoke about the upcoming Homeless Spring Celebration scheduled for March 25 at the Castle at the Park Plaza Hotel and that the Park Plaza's cost will be minimal as in the past for this function. He gave a description of the event such as volunteers will be serving dinner, there would be a band for entertainment and dancing and that the Council would be working with various homeless shelters in putting this together. He noted that T. McIntyre is the Chairman of this Committee and would be reaching out to the V.P.'s for assistance; also that V.P. Mills has already assigned someone from Local 285, SEIU to help with this Committee. The President notified the Council members that additional committee meetings will be scheduled and hoped for better attendance than the last Homeless Committee meeting that was held. The purpose of the Dinner is to try to provide some sense of security to the homeless and a feeling that their situation will improve in the future.

- It was further reported by the President that he has been acting as a liaison with the Teamsters and has developed a good relationship. He noted the Teamsters are not affiliated with this Council at the present time which is a problem and through the spirit of cooperation he has set up meetings with the heads of the Building Trades Unions and officials of the Teamsters in the Boston area relative to construction sites that both the Teamster members and the Building Trades members work on and the problems of each group supporting each other when there are labor problems on these sites. This communication is still developing.

- President Osborn reported on meetings that he and Sec./Treas. Haynes have attended with Marlene Seltzer, Director of Employment and Training along with VP Cardinal in attendance. Purpose of the meetings were to discuss training and relocation that would effect non title 2 monies and also being discussed was the possibility of future training programs that would assist the Central Labor Councils in having more people involved in Private Industry Councils. He further urged participation in the P.I.C.'s and noted it would be increased by two members. He also informed the meeting that the Council has applied for a grant that will enable the Council to put on a person to work as a liaison between the Dept. of Employment and Training and that the Executive Office of Labor is assisting in this and that John Hoopes has written a proposal.

- On Workers Compensation, the President reported that he is very frustrated at the present situation, that after numerous judges being named,some from the ranks of labor, a new backlog is beginning; originally it was thought it was due to the amount of outstanding cases - the problem now is administratively getting a handle on the overwhelming size of the problem; more cases have been found that everyone was unaware of and cases are being found in boxes they were put aside in. He reported that he, along with Exec. V.P. Farmer, V.P. Mahar, V.P. Ferris and Rick Brown from the UFCW serve on the Advisory Council and just

can't meet enough to address the problems before cases start building up again.

He reported that the budget was increased from 3 million to 12 million but six months was lost in appointing staff and judges and that hopefully all will be on board by the end of this fiscal year. He further noted that a lot of people have been very helpful and people have praised the reform, but that the lawyers are back into it - making a lot of money. President Osborn stated that the original idea of reform in becoming a reality has a long way to go.

The President reported on his activities on behalf of the Council since the last Executive Council Meeting as follows:

- Attended a swearing in ceremony for officers of Local 12, Plumbers; received an award on behalf of the efforts of the Massachusetts AFL-CIO on Vote No on Question #2 by this Local.

- President Osborn and Sec./Treas. Haynes attended a meeting of the North East Council which represented ten New England States. The meeting was held in New Jersey. President Osborn reported that the Massachusetts AFL-CIO was well received and recognized at this meeting due to the referendum victory in Question #2. The other states informed him that Massachusetts had done something for everyone in labor that this was a victory for all labor. He further advised that calls and communications are still coming into the office to see how we accomplished it. He advised that the members of the North East Council rotate turns hosting meetings and it was Massachusetts time to host a meeting. President Osborn recommended the Council host the next meeting of the North East Council in April.

- At this time, President Osborn spoke about the benefits of the Council purchasing a FAX machine and noted that at present the Council uses the Regional AFL-CIO machine and that most State Federations have their own machine which is hooked up directly to the AFL-CIO in Washington and that having a Council Fax machine would be of great help. He noted the cost would be $2,500.

- Reported attending a legislative breakfast of the South Shore and Quincy Building Trades Council which was also used as a salute to Carmen D'Olimpio who is leaving after 40 years. He is being replaced by Kirt Fordyce and V.P. T. Chirillo is the Secretary-Treasurer of this Council.

- President Osborn attended a meeting of the Maritime Trades Council and informed the Council of the trying situations facing this union such as the problems in the fishing industry and most recently involved with problems surrounding the possibility of high speed boats being used to commute to the islands and the possibility of them being non-union.

- The President reported on a recent meeting with Sec./Treas. Haynes, V.P. Alman and Robert Schwartz regarding the Education

Committee; also that he would be asking the Vice Presidents to participate as Trustees in the future as Trustee openings would be forthcoming.

- On the Merrimack Valley Project it was reported that President Osborn sent a letter to unions soliciting support for this project; to date pledges have been received, no checks as yet. James Kelley, President of the Lawrence/Haverhill CLC made a presentation on the Project at the "State of the Union" conference. Pres. Osborn advised the project is a coalition effort of six months duration which probably would be extended and that this was being based on the Naugatuck Valley Project in Connecticut which is in its 4th year.

- On the budget deficit in the Commonwealth, Pres. Osborn advised the Council to approach it with caution; he felt the shortfall had a lot to due to Reagan cutbacks and the remedy to the situation would go through a long process. He reported that the Governor's package as is, could be what we support but felt that package will be re-aligned and elongated through the legislative process. He cautioned the Exec. Council that the council has to concern itself with all working people on this issue. He gave a report on the process he felt would be taking place relative to the budget and further advised that the Council should be against any regressive types of taxes to remedy the shortfall which at present is 600 million and could go up to one billion dollars. He further noted that many members livlihood depend on tax and revenue. Again he advised a cautionary theme and that there would be plenty of time to move on this issue and that the Council would be very watchful and that Marty Foley has also been on top of this situation and is keeping the Council informed.

- On the ongoing problem with the Chelsea public schools President Osborn reported that he is having ongoing discussion with V.P. Devlin and also reported on the strike of the Mass. Federation of Teachers in Westport and that the Council has pledged its support on both situations; also, that if the private sector was successful in the public schools in Chelsea, this idea would then reach out into the other urban areas.

MMS- to accept the Report of the President. So voted.

MMS - that the Massachusetts AFL-CIO host the next meeting of the North East Council set for April. So voted.

President Osborn noted the members of the Executive Council would be invited to the reception during the N.E. Council meeting.

MMS - to appropriate money for the purchase of a FAX machine for the Council. So voted.

Exec. V.P. Faherty inquired as to which fund, COPE or the General Fund the purchase of the FAX machine would come out of. Sec./Treas. Hayne advised that it was put into the budget thereby

it would come out of the General Fund.

SECRETARY/TREASURER'S REPORT:

Sec./Treas. Haynes presented the monthly Council Financial Report along with a 1989 Projected Council Budget. Exec. V.P. Faherty requested clarification relative to a Christmas expense item. The Secretary/Treasurer explained the Projected 1989 Budget and answered questions on both the regular monthly financial report along with the Projected Budget. V.P. Mills requested further clarification of differences between 1988 and 1989 Budget. Sec./Treas. Haynes responded to this inquiry.

The Sec./Treas. reminded the Council members that some of the Vice Presidents have not received their Christmas Gift from the Council, Paul Revere Bowls, and that they are in the Council Office and suggested the Vice President's that had not received one make arrangements with the office to receive one.

V.P. LeBlanc informed the council members that he was pleased in the selection of the Christmas Gift and that it was made in America, by members of his Union, Local 593 out of Taunton.

MMS - to accept the Financial Report. So voted.

At this time, the Sec./Treas commented further the 1989 Projected Council budget and informed the Vice Presidents that the area the Council has tried to maintain costs downward was in the area of Convention expenses and that he will be keeping to a fixed budget for convention expenses. He also advised that printing costs for the Council Convention are among the highest; such as the cost for printing the Convention Proceedings. He also reported that this year he will be targeting a budget for each event and will try to stay within that budget.

Sec./Treas. Haynes noted that everyone is aware that the impact of the revenue is always due to affiliation, which goes up and down. On affiliations he reportoed that the Teamsters would be an excellent opportunity for affiliation. It was also reported that the Sec./Treas. will be meeting with R. Whitney of the AFL-CIO Staff about an affiliation drive and a possibility of a Building Trades affiliation drive. He requested the assistance of the Vice Presidents in affiliations and their suggestions. Sec./Treas informed the Council that he and Staff Rep. Richard Rogers will be putting together additional COPE budgets. He also made reference to the Education and Retiree Budgets. The Sec./Treas. talked about cost and expenses of administering the scholarship program rising due to the number of increased scholarships and of the Scholarship Dinner possibly being held at the Boston Teachers Union Hall instead of at the Kennedy Library. He noted that due to space restrictions, the Council has already outgrown the capacity of the Kennedy Library for holding the Awards Dinner there. He further explained that the costs for the scholarship program have gone up also due to the costs of

mailings, kits, examinations and literature and that over $134,000 in scholarships will be awarded.

On the Ad Booklet, Sec/Treas. Haynes reported that last year it was distributed at the Council Convention and that meetings are being scheduled with the participants for this year and hopefully there will be more participation from the affiliates. He requested the assistance of the Vice Presidents in this year's Ad Book. It was reported that AFSCME will be paying per capita payments directly from the International Union to the Mass. AFL-CIO; that the budget is part of a fluid operation in that some unions have picked up members others have decreased membership; that the Council has received a number of requests from independent labor organizations to affiliate with the Council directly. Discussion took place that independent organizations cannot affiliate with the Mass. AFL-CIO until or unless they are affiliated nationally with a National AFL-CIO Union and to do so would be against the Constitution. The Secretary/Treasurer requested the assistance of the Council Members in affiliations.

V.P. Thomas asked for further clarification of non-affiliated labor organizations directly affiliating with the Mass. AFL-CIO; the Secretary-Treasurer explained in detail the process.

V.P. Dart inquired of the Sec./Treas. if there was a list available of potential affiliates in the Western part of the State, particularly of the Building Trades Unions.

The Secretary-Treasurer stated that the reasons he wanted to meet with AFL-CIO Representative R. Whitney was to put together a process to share information as to who is affiliated with the CLC's and not the State AFL-CIO.

V.P. Butler volunteered to assist the Council in affiliating local unions in his area and notified the Council that he has done well in the past in affiliating locals into the CLC.

Discussion then took place around the issue of affiliation, sharing information and affiliation drive.

V.P. Thompson reported on affiliation situations in Western Mass. as it related to the mergers of Pioneer Valley Central Labor Council and the Holyoke Central Labor Council and that none of the local unions from Holyoke had affiliated and some others had dropped out.

V.P. Dart stated that he felt there were bad feelings over the merger in Western Mass and some locals did not re-affiliate. He noted that there was a possibility that they were never affiliated with the State Council before but now they are not part of the Pioneer Valley Central Labor Council. No new locals from Holyoke came into the Northampton Council either.

President Osborn interjected at this time that the reasons he has requested assistance from the Vice Presidents is that Sec./Treas.

Haynes has taken on more responsibility since coming on as Sec./Treas. and that he was being spread too thin; that he had become involved in many things that had to be addressed on a daily basis but felt the time has come to look to the Vice Presidents to replace the Sec./Treas. on some of the appointed committees and boards he is on so he can get out there to do part of the main function of his position, not only in keeping track of and safeguarding the finances of the Council but also in the area of affiliations. President Osborn advised he would be calling upon the members of the Exec. Council to serve in positions such as the Mass. Jobs Council and the Exec. Committee of United Way. He noted V.P. Mills is presently on the Jobs Council and also Executive Vice Pres. Faherty being placed on that Council. He further noted that affiliation is a very critical area of concern for this Council and that expertise is needed and that the potentials have not been met.

V.P. Joyce suggested setting up a Committee of members of the CLC's to promote affiliation. He further stated that some locals belong to the State Council but not to the CLC and vice-versa. He felt a committee could provide organization and promotion and direction.

Sec./Treas. Haynes commented that those were also his thoughts and felt that through personal contact new affiliations can be attained; he also noted that the Mass. AFL-CIO represents over 400,00 workers and represents all of them through its activities and legislation. He then asked for volunteers and informed the Council members that he would provide a list of non-affiliates to the Vice Presidents.

V.P. Mahar suggested that if lists are available it could be used as a point of interest in identifying who is and who is not affiliated with the council. He requested a copy of a list, if available and volunteered to assist the Council in affiliation.

Sec./Treas. Haynes spoke further on the issue of affiliation and about the question of concern about putting people under pressure to affiliate and further welcomed any further help from members of the Council.

V.P. Mahar suggested that he, as a President of a CLC, be provided a list that would give him a lead as to who was not affiliated which would assist him in an affiliation drive.

President Osborn stated he would welcome and appreciate any help towards affiliation and the Council would provide lists and would meet with those council members who are interested in helping in an affiliation drive.

MMS to accept the report of the Secretary/Treasurer. So voted.

At this time, President Osborn requested the Council staff to leave the Executive Council Meeting.

MMS to accept the Executive Officers Report as presented to the Executive Council. So voted.

EDUCATION REPORT;

Sec./Treas. Haynes reported the Education Committee is doing great work and making great progress and that he had attended a meeting of the Advisory Committee to the May 4th Education Conference. He advised the meeting that the University of Massachusetts at Amherst, Labor Program will do a labor resource guide for the Massachusetts AFL-CIO, which will list the programs that will be available to Labor on issues such as training, education, etc. in the State and will be from all different sources and also a catalog of research thats available at all Colleges and Universities that affects Labor.

He reported that Labor Trustees at Universities and Colleges may have further openings and the Council will be able to place more labor people on as a Trustee; which he felt was a very important area; also that Building Trades unions would also have an opportunity to place labor people on Housing Authorities.

Sec./Treas. Haynes notified the Council that he, as a Labor Trustee at U-Mass, has available a copy of the total capital outlay budget explaining what building projects are to be undertaken in the State and noted that this information would be forwarded to the President of the Mass. Building Trades Council, Leo Purcell, for distribution to the Building Trades Unions.

On the Harvard Trade Union Program, he reported that Robert Spinney, Sheetmetal Workers Union is the recipient of the Harvard Trade Union Scholarship and that the program will begin on Monday, January 23rd.

The Scholarship Committee is off and running and the Sec./Treas. noted that Ilene Hanlon gets much praise and appreciation for her participation; also, that the scholarship examination date is Wednesday, February 1st; the Scholarship Awards dinner is scheduled for Friday, April 28th, probably at the Teachers Union Hall.

V.P. Joyce asked for clarification on the research being done by the University of Massachusetts.

Sec./Treas. Haynes explained that it was not research that would be done but it will be a listing of all the programs that are being offered concerning educational programs, training programs being sponsored by state, labor, Mass. Council, Federal Government or any programs that will be of value to our members to be made aware of and noted that a great deal of research is going on at U-Lowell, MIT, Harvard, etc. about labor issues and U-Mass. will compile that information for the Council and we can make it available. He noted such issues as Robotics, technology changes, demographic information about members and jobs, etc.

V.P. Joyce inquired as to where this would be done.

Sec./Treas. Haynes informed the Council that it would be done at U-Mass., Amherst, out of Harvey Friedman's program.

V.P. Joyce informed the council that a few years ago the Massachusetts AFL-CIO, Pres. Osborn, J. Grande and himself, made a proposal that was presented to the Chancellor to create an Industrial Research Department at the Boston Campus and that it had been rejected and that now he was pleased that something is being done. He suggested that the prior proposal be located and given to Sec./Treas. Haynes.

Pres. Osborn further explained that the prior proposal was for vocational education teaching and now with the budgetary problems in the Commonwealth nothing probably would be done.

MMS to accept the Education Report. So Voted.

President Osborn reported on the hiring on a three days per week basis Richard Slein on the Substance Abuse Grant and that it was the Council's desire to have a hot line set up in the office for use by our affiliates for referral information. He further advised this will not be done on an individual basis it would not be set up for individual counseling and would be used by local unions when they are attempting to set up programs and this would help point them in a direction of specific types of available drug/alcohol programs.

At this time Exec. V.P. Faherty inquired as to if any of the Vice Pres. had received a communication/questionnaire from the Regional Director of the Dept. of Labor on Drug Programs.

President Osborn informed the Council that CLUW has requested the Mass. AFL-CIO to co-sponsor a North East Conference, which would result in that Organization using the Council's name in a mailing, he now reported that CLUW has made a further request for the Council to host a reception during their conference; approximately 100 delegates would be attending.

MMS - that the Massachusetts AFL-CIO host a reception during the North East Conference of CLUW, providing refreshments. So voted.

Originally a request came in from Elsie Frank of the Mass. Assoc. of Older Americans to have the Mass. AFL-CIO participate as a co-sponsor in a Dinner honoring Tip O'Neill, recently a new request has come in to ask the Mass. AFL-CIO to help with the cost, President Osborn explained and recommended the Council look into this request further.

MMS - to refer the request of the Mass. Association of Older Americans to the Executive Officers to investigate the possibility of helping with up front costs. So voted.

President Osborn reported on the reappearance of people wanting to move the Industrial Policy of the State away from defense spending which he noted has always been a sensitive area for the Council. He advised of receiving a letter from a group sponsoring a conference to be held in the Berkshires featuring J. Kenneth Gailbraith as a speaker and a request of the Mass. AFL-CIO to co-sponsor this conference. He recommended that the Council's involvement be limited to sending Exec. V.P. Faherty to attend this conference, as an observer.

Exec. V.P. Faherty notified the Council that he would be unable to attend said conference due to a previously scheduled commitment.

Discussion took place around this issue and conference.

V.P. Leahy reported that his Local Union, Local 1505, IBEW, has also been contacted by this group regarding job training in case the defense industry is cut and did report having conversation with a representative from this group. He felt that this group would be making a pitch to all of the unions. He further urged the Council take a cautious approach in this matter.

Further discussion went on as to what industry or industries would be introduced that would replace the defense industry and employ millions of people.

President Osborn recommended that the Mass. AFL-CIO should notify them that a delegate will attend, the conference, as an Observer.

V.P. Butler reported that he was also contacted by this group both as a V.P. and as an officer of a CLC. He advised he would be taking the same posture and or position as President Osborn and the Executive Council in this matter. He also noted that this issue has not come before the CLC as yet and he would have further discussion with V.P. Dimitropolis prior to the CLC taking any action.

V.P. Cardinal stated he was also contacted by this group.

Exec. V.P. Faherty suggested that V.P. Dimitropolis attend this conference, as an observer, for the Mass. AFL-CIO.

President Osborn advised approaching this issue with caution in that some Vice President's represent people in home buying jobs and further did not want to put V.P. Dimitropolis in a sensitive position where his membership would question his attendance at such a conference and suggested that V.P. Dimitropolis, if indeed, did attend, it would be as a representative of the Mass. AFL-CIO and not a local union officer. President Osborn to have further conversation with V.P. Dimitropolis regarding this matter.

MMS - to refer this matter to the discretion of the Executive

Officers. So Voted.

Regarding the meeting on April 28th of the Northeast Council, the President reported he was requested by the Regional Director of the Department of Labor to consider inviting Elizabeth Dole, the new Secretary of Labor to participate. He noted that if Secretary Dole does attend this conference, the Executive Council members will be so notified and invited to attend.

President Osborn reported on the appointment of Rosemary Pye as the new Director of the Regional Office of the NLRB and that she would be replacing Robert Fuchs; he noted the Massachusetts AFL-CIO had taken the position of endorsing Michael Walsh, Counsel, for that position.

FLOOR OPEN:
V.P. Thompson advised the Council of a special election to take place in Springfield in April for the Office of Mayor due to a vacancy created by former Mayor Richard Neal being elected to Congress. He announced that Vincent DiMonaco, who has long been a friend of labor, is now Acting Mayor and will be a candidate for Mayor in that April election. V.P. requested that Vincent DiMonaco be designated as a Special Friend. He noted Vincent DiMonaco came out of labor's ranks and is a former President of a local union in Springfield.

MMS - to name Vincent DiMonaco as a Special Friend. So voted.

V.P. Mills spoke about a proposal that would put forward a bargaining agenda which would make life easier for families and that people feel family issues belong in the home and not in the workplace and stated unions do have a role in this issue. She spoke about creating a campaign, for unions that want to raise this issue, that would provide research assistance for bargaining, positive public relations, free publicity. She asked the Council to endorse Family and Work, Make it a Union Campaign, for unions that wish to participate in helping working families deal with the demands of family life and work; and that the endorsement of the idea would mean the name of the Mass. AFL-CIO Council could be used in endorsements for fundraising, possible staff assistance, assistance in research and publicity and that there would be no money involved. She reported having conversation with National AFL-CIO Regional Director Myers on this subject and of certain possibilities with the National AFL-CIO which likes the concept.

Pres. Osborn commented on V.P. Mills recommendation that this effort would be a volunteer type of approach and that the original request was in the form of a Committee to be appointed and of the possibility of applying for a grant as a Family Work Sub-Committee under the AFL-CIO he noted it would be a good idea for the Council to have a structured committee, authorized and organized as it would effect most unions

V.P. Mills suggested making a proposal for a grant.

V.P. LeBlanc volunteered to serve on that committee.

President Osborn recommended that a Committee on Family-Work be appointed.

MMS - to appoint a Family-Work sub-committee. So voted.

V.P. Collins spoke about a document he had available for the Council Members as the result of year long discussions of the Mass. Industrial Policy Group on what is happening to the industrial base of Mass. economy. He read the 10 goals stated on the document; he advised that this was a draft, but was almost ready to go public, not written in stone, and after circulation, it would be submitted back to all parties. V.P. Collins was requesting endorsement of this document by the Council; but stated it is not the final document; he stated that it being a lengthy document and it just being given to the Council members, he suggested it be put on the agenda for the next council meeting for further discussion and possible action by the Mass. AFL-CIO.

Pres. Osborn suggested the document should be referred to the Industrial Union Executive V.P. Faherty for study and this is a very sensitive area for the Mass. AFL-CIO. He also noted he wanted further information as to who this group is that prepared the document.

Exec. V.P. Faherty advised that he had been to some meetings of the Industrial Policy Group to see how it was going but this was prior to the report coming out.

V.P. Mills suggested this matter be referred to the Industrial Union Department then back to the Executive Council.

Exec. V.P. Faherty requested the Council Members to contact him after reading it and prior to any discussion.

V.P. Dart inquired as to when and if the new updated legislative directories would be available.

Pres. Osborn stated it should be in the works and he would look into it.

V.P. Joyce suggested when the directories are made up that they should list the Chairpersons of the various legislative committees.

President Osborn reported on the high cost of printing the proceedings of the Convention and suggested if there were no objections, a recording will be kept of the last non-constitutional conference/convention (1988).

V.P. Mills suggested that for historical purposes, some type of record should be kept.

The President noted this and stated that there would be a highlight sheet printed of the proceedings and distributed at the Convention.

ROLL CALL

MMS - to adjourn. So voted.

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TO: MEMBERS OF THE EXECUTIVE COUNCIL
DATE: JANUARY 10, 1989
SUBJ: COUNCIL MEETING

The next Executive Council Meeting is scheduled for:

DATE: THURSDAY, JANUARY 19, 1989
TIME: LUNCH 12:30 MEETING 2:00 P.M.
PLACE: SHERATON LINCOLN - WORCESTER

The Minutes of the last Council Meeting will be presented for your review and approval on the 19th.

Enclosed please find appropriate directions to the Sheraton.

Please make every effort to attend this meeting.

Looking forward to seeing you in Worcester on the 19th.

Fraternally,

Robert J. Haynes

ROBERT J. HAYNES
SECRETARY-TREASURER

opeiu-6
afl-cio
encl.

P.S. - PLEASE RETURN THE ENCLOSED POST CARD AT YOUR EARLIEST CONVENIENCE.

MASSACHUSETTS / AFL-CIO
8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260

AGENDA
MASSACHUSETTS AFL/CIO COUNCIL
EXECUTIVE COUNCIL MEETING
JANUARY 19, 1989
SHERATON/LINCOLN INN
WORCESTER, MA

PRESIDENT'S REPORT

SECRETARY/TREASURER'S REPORT

DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

COMMUNICATIONS

From Robert Chandler, Pres. United Way to Pres. Osborn thanking him for his leadership as Chairman of the Support Program of Organized Labor in Campaign 1988.

From Richard L. Trunka, Pres. United Mine Wkrs. of America to Pres. Osborn thanking him for participating in the press conference in support of the Shell Boycott.

From John Higgins, Bd. Mem., Naitonal Labor Relations Bd. to Pres. Osborn thanking him for his letter concerning the Reg. Dir. vacancy.

From Wilford Johansen, Bd. Mem, U.S. Gov. National Labor Relations Bd. to Pres. Osborn thanking him for writing on behalf of Mike Walsh who applied for the position of Reg. Dir. of the Bd's. Boston office.

Copy of a letter to Constance Horner, Dir. of U.S. Office of Personnel Management from Ken. Lyons, Pres. of NAGE telling her that he was shocked that she had allowed the National Right To Work Legal Defense Fund to be listed under the "Combined Federal Campaign".

Copy of a letter to the Political Action League, Sheet Metal Wkrs. L.U. 17 from Donald Rapp - Democrat for State Senate thanking them for help given on his election and also the win on Question 2.

Thank you from Kenneth Lemanski for participation at the annual breakfast.

A memo to the Steering Committee from Susan Sherry - date of next mtg. and minutes.

From Jack Davoren to Pres. Osborn and Sec./Treas. Haynes expressing gratitude for comfort and support at the loss of his wife Eleanor.

Copy of a letter to Paul Eustace from Giro Cardinal re: the name of the person selected to fill the Fourth Area Program Manager's position for the Western region of the Commonwealth.

From Peter Van Kleeck to Pres. Osborn confirming the booking of the Castle for Sat., Mar. 25 for the Homeless fundraiser.

Certificate of Recognition from Mayor Flynn in appreciaton of the outstanding contributions to the City of Boston and its residents.

From the Embassy of Israel, Washington, D.C. to Mass. AFL/CIO - policy guidelines and a coalition agreement for a new government in Israel.

From Eli Cohen-Kagan, Embassy of Israel - introduction as the new Israeli Labor Attache for North America.

From Edward Collins, V.P. MA AFL/CIO to Pres. Osborn in support of Dennis Riel of the IUE who is one of those being considered for the position of Co-ordinator of the Dislocated Worker Program.

From Silvio Conte to Pres. Osborn thanking him for his friendship and wishes for a joyful holiday season.

Information and a questionaire from Consortium of Independent Labor Video Producers re: a weekly labor news show on PBS entitled THE LABOR NEWS JOURNAL.

From Burt Rosenthal to Pres. Osborn advising him that he has declined the nomination for Adm. Judgeship at the IAB.

Note from Helen Lynch to Pres. Osborn thanking for help with the can drive and for the great organizing job Steve Sullivan did.

From James Green, Dir. of Labor Studies Program and U/Mass. to Pres. Osborn thanking him for addressing the forum on "How A Coaliltion Saved the Prevailing Wage".

From Rosemary Collyer, Gen. Cl.for the Nat'l. Labor relations Bd. to Pres. Osborn thanking him for his letter of recommendation re: Michael Walsh to succeed Robert Fuchs.

From Pres. Lane Kirkland to Pres. Osborn asking if the Massachusetts AFL/CIO will participate in the essay contest sponsored by the President's Committee on Employment of People With Disabilities.

Copy of a letter sent to Robert Simonsen, Marriott Corp. from James M. Kelly, Boston City Council re: the arrogant attitude of Jurgen Giesbert, Marriott/Copley Place General Manager when asked to try to remedy the situation with the Painters District Council because the Marriott/Copley Place awarded a painting contract to an out-of-state non-union contractor. Two letters to the Boston Gas and Boston Edison re: invitations to events at the Marriott Copley and an explanation why he could not attend were enclosed.

Copy of a letter to Lane Kirkland from Robert B. McCarthy, President of the Prof. Fire Fighters of MA re: increasing number of leveraged buy outs.

Massachusetts AFL-CIO
Financial Report
December - 1988

General Acct.	Credits	Debits
Balance 12/1/88	123,541.90	
Receipts P/C	62,050.68	
Receipts-State of the Union	71.31	
Receipts - to close accts. Bank of N.E.	5,594.21	
Disbursements		86,500.57
Balance 12/31/88	104,757.53	

Per Capita Received on 177,288 Members

Disbursements

1.	Rent	2,500 00
2.	Electricity	201.04
3.	Telephone	1,221.44
4.	Car Lease	2,930.65
5.	Transfer to Payroll Acct.	24,020.86
6.	Disability & Life Ins.	777.23
7.	Dental Plan	320.14
8.	Health Ins.	3,532.22
9.	COPE Acct. - 02¢ P/C Nov.	5,115.32
10.	American Express	2,140.64
11.	Office Exp. & Supplies	1,108.86
12.	Gas	163.15
13.	Postage	2,000.00
14.	Printing	257.62
15.	Donations	670.00
16.	Credit Union	3,850.10
17.	Subscriptions	370.31
18.	Retainer	500.00
19.	Fed & FICA w/tax & Exp.	8,913.09
20.	Comm. of Mass.	1,538.24
21.	Frontlash	865.32
22.	Meeting Exp.	862.25
23.	Workers Comp. Policy	2,674.00
24.	Secr. Service	354.50
25.	Dues-N.E. AFL-CIO COuncil	400.00
26.	Audio-Visual Equip-Convention	1,722.50
27.	Computer Equip	11,859.90
28.	Messenger Service	46.50
29.	Equipment Maintenance	2,938.69
30.	United Way Contrib.	208.00
31.	Christmas Party Exp.	96.00
32.	Christmas Bonuses	1,050.00
33.	Pension Fund-Ironworkers	1,222 00
34.	Parking Tickets	70.00
		86,500.57

Payroll Acct.	Credits	Debits
Balance 12/1/88	1,584.02	
Transferred from Gen. Acct.	24,020.86	
Salaries		21,149.00
Pres. Exp.		307.25
Sec/Treas. Exp.		294.40
Staff Exp.		2,264.81
Service Charge		5.49
Balance 12/31/88	1,583.93	

COPE Acct.	Credits	Debits
Balance 12/1/88	24,888.42	
to Close Acct. at Bank of NE	134.61	
Transferred from Gen. Acct. (.02¢ P/C)	5,115.32	
Disbursements		1,880.86
Balance 12/31/88	28,257.49	

Disbursements

1.	Nat. AFL-CIO supplies	240.82
2.	Reimb. S. Sullivan Reg. Fee Conv.	25.00
3.	Andover Mailing	1,615.04

Assets

Boston Safe Dep	7,406.69
Money Market	4,775.89
Israel Bond	1,000 00
Dept. of Labor	400.00
Petty Cash	300.00
	13,882.58

EXECUTIVE OFFICERS MEETING
DECEMBER 15, 1988

PRESENT: Pres. Osbosrn, Sec./Treas. Haynes, Exec. V.P.s Fahery and Farmer

ABSENT Exec. V.P. Lydon

MMS to refer Jim Roosevelt's request for a donation to help retire his campaign debt to COPE. So voted.

Request from Lisa Gallatin, MA Coalition on New Office Technology to discuss a joint effort between MA AFL/CIO and their organization to prevent abuses of electronic monitoring. Filed.

MMS to send $50 donation to the USO Council to help with holiday events for servicemen/women. So voted.

MMS to send $100 donation to the Frank Every Memorial Fund - the fund will be jointly administered with the Labor Guild. So voted.

The request from New England Israel Histadrut Committee for a contribution for Israel's future - filed.

MMS to handle the same as last year the request from Family Service of Greater Boston seeking a special holiday gift for families in need. So voted.

MMS to send officers to the 1989 State Federation Chief Officers Annual Conference held from March 27 through 30, 1989 at the Meany Center. So voted.

MMS to do as in the past for the request for a contribution from the Women for Economic Justice. So voted.

MMS to send $100 contribution to the Massachusetts Coalition for the Homeless. So voted.

MMS to buy 10 tickets - $250.00 for the 8th Anniversary Pary for the Childrens Hospital being held at the Publik House. So voted.

There was a discussion on Jan Hagan from IBEW 103's letter asking for support for the 11/16 and 17th Annunal Trade Show of Building Products and Services.

The Constitution & Bylaws for Baystate Employees Service Trades Council was discussed.

MMS to co-sponsor and send letter with CLUW re: Martin Luther King, Jr. event this year. So voted.

MMS to send a strong letter re: Robert Spinney's correspondence on "staffing vacancy announcements from OSHA". so voted.

MMS to send a delegate on tentative basis to the regional conference of labor's representatives and JTPA employment and training practices - 1/31/89 through 2/1/89 at the request of Michael G. McMillan, HRDI. So voted.

MMS for Pres. Osborn to follow up on the request of Kevin M. Burke, DA Essex County for funding for a videotape that would be available nationally to aid victims and witnesses of crime. So voted.

MMS to ok a mailing for WILD regarding a fundraiser to raise money needed to put on their 1989 Institute and also a $100 contribution. So voted.

EXECUTIVE OFFICERS MEETING
JANUARY 5, 1989

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.'s Lydon & Faherty

ABSENT: Exec. V.P. Farmer

MMS to send a letter to Ind. Unions in Worcester, Springfield and Pittsfield with the cover letter from Pres. Osborn and Exec. V.P. Faherty and insert Bob Forrant's letter.

Memo from CLUW re: nomination and election of state vice president and alternate state vice president. Filed.

Booklet from Local 26 - a forum for housing news in Massachusetts. Filed.

MMS to give Pres. Osborn the price list to purchase a FAX machine. So voted.

MMS to pay 1989 dues @ $15 - any officers that want to go can go to winter meeting. So voted.

MMS to buy 1 table and additional tickets if necessary to Thomas Evers Testimonial dinner. So voted.

MMS to buy 5 tickets to the Rainbow Coalition Dinner - Martin Luther King. So voted.

Polled Exec. Officers by phone to send Marty Foley to a one day conference - $40.00. So voted.

Council Mtg — Jan 19th
2:
Sheraton — Worcester

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

PRESIDENT
P ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
P JOSEPH M. LYDON
P JOSEPH C. FAHERTY
A JAMES FARMER A VB

SECRETARY-TREASURER
P ROBERT J. HAYNES

VICE PRESIDENTS
RICHARD ABDOW
RONALD ALMAN
P EDWARD F. BURKE JR.
P ARTHUR BUTLER
P GIRO J. CARDINAL
LINDA R. CHIGAS VB
P THOMAS CHIRILLO
JANET CIEJKA
P EDWARD W. COLLINS JR.
JOHN P. CONLEY
P JOSEPH A. DART
P NICHOLAS DIMITROPOLIS
P CHARLES DeROSA
PAUL L. DEVLIN — VB
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
P JOSEPH W. JOYCE
JULIA KAMEL
THOMAS P. KERR
P DONALD J. LEAHY
P DICK LeBLANC
DAVID LIMA
P KEVIN MAHAR
P CHARLES McDEVITT
P NANCY MILLS
A. MICHAEL MULLANE
P HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
P JOHN F. SIMMONS
P DOROTHY THOMAS
P CHARLES E. THOMPSON
P BARNEY WALSH
MANNY WILLIAMS

MASSACHUSETTS / AFL-CIO
8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260

PROJECTED 1989 BUDGET

1.	Salary	$403,331.00
2.	Expenses	25,000.00
3.	Travel	16,200.00
4.	Benefits	225,000.00
5.	Phone	20,000.00
6.	Auto	24,000.00
7.	Rent	40,000.00
8.	Lights, Utilities	5,000.00
9.	Printing	35,000.00
10.	Conventions, Conferences, Meetings	50,000.00
11.	Supplies	18,000.00
12.	Professional Fees	12,000.00
13.	Subscriptions	4,000.00
14.	FICA Expense	27,500.00
15.	Fed. & State Unemp. Tax	3,600.00
16.	Liab. Ins./Work Comp.	8,000.00
17.	Donations/Tickets, etc.	15,000.00
18.	Christmas Party - Gifts	8,000.00
19.	Exec. Bd. Meetings	12,000.00
20.	Postage	10,000.00
21.	Furniture - Equipment, etc.	10,000.00
22.	Maintenance Contracts	5,000.00
23.	Personal Property Tax	1,000.00
24.	Miscellaneous	10,000.00
25.	Petty Cash	1,000.00
26.	Payments to affiliates	2,000.00
	Total estimated exp.	$880,631.00

Total Revenue
225,000.00 x .33 x 12 = $891,000.00

Total Expenses 880,631.00

Surplus 10,369.00

1. Officers and staff salary

2. Expenses - reimbursement, parking, etc. Art, Bob, Marty, John, Rich and Steve.

3. Travel -
   AFL/CIO Reg. Mtgs 4 x 1 yr. Art & Bob $7,200
   Nat'l. AFL/CIO Bal Harbor 4,000
   Ed. Conf. - Bob ($1000), COPE Conf. - Art, Rich ($2000)
   HRDI - Giro, Bob ($2000)

4. Phone - $1700 per month

5. Benefits
   Health Care - $50,000.00
   Pension - $50,000.00
   Life Disability - $10,000.00
   Inflation factor - $5,000.00

6. Car - Art, Bob, Marty, gas

7. Rent - 2,500 x 12, 800 x 12

8. lights, utilities

9. Printing - conventions, constitutions, resolutions, letterhead, envelopes, etc.

10. Conventions, conferences , meetings
    Annual - $15,000.00
    Gompers - $15,000.00
    State of Union - $4,000.00
    Misc. - $6,000.00
    Meetings - $10,000.00

11. Office supplies

12. Prof. fees
    Legal - $6,000.00 ret.
    Accountant - $6,000.00

13. Subscriptions - $4,000.00

14. Fica Expenses - salary $45,000 base x 7.51%

15. Fed. & St. Unemp. Taxes $7,000.00 base x sal. x 4%

16. Liab. Ins./Work. Comp.

17. Donations/Tickets - $15,000.00

18. Christmas Party/Gifts/Cards, etc.

19. Exec. Bd. Mtgs. $1000.00 per month

20. Postage - 10 k

21. Functions, Equip, etc. - $1,000.00 - FAX etc.

22. Maint. Contracts, Comp. Copy, Mailings, etc.

23. Personal Prop. Tax - City of Boston

24. Misc. - catch all

25. Petty cash

26. Paymetns to affiliates

VOTER REGISTRATION/COPE 1989

Revenue .02 x 225,000 members x 12 months =	$54,000.00	
Reimbursement from National COPE	15,000.00	
	69,000.00	

1.	Donations	$15,000.00
* 2.	Democratic State Convention	25,000.00
3.	Postage	2,500.00
4.	Promotional	3,000.00
5.	Conferences and Conventions	6,000.00
6.	Misc. Exp. (Staff - Travel, etc.)	2,500.00
7.	Data Processing	3,000.00
8.	Voter Registration	3,000.00
	Total Expenses	$60,000.00
	Total Surplus	9,000.00

* Democratic Convention

1.	Preparation/Meetings	$1,000.00
2.	Mailings	1,000.00
3.	Hats & T-Shirts	6,000.00
4.	Reception, Coffee, donuts, juice	2,000.00
5.	Lodging, expenses, etc.	2,000.00
6.	Organizers & staff exp.	1,200.00
7.	Misc. expense	1,000.00
8.	Photographer	750.00
9.	Displays/Advertisements	1,000.00
		$15,950.00
	Consultant	7,500.00
	Total	$23,450.00

EDUCATION/RETIREE FUND 1989

1. Scholarships	
High School	$3,400.00
H.T.U.P.	7,000.00
2. Scholarship Program	
A) Printing	7,500.00
B) Postage	2,500.00
C) Clerical Help	1,000.00
D) Awards Dinner	5,000.00
3. Retirees Program	
Monthly Expenses ($150) + Reimbursements @ 800/yr.	2,600.00
Total	$29,000.00

ARO- Possible Council Actions:

1. Host Reception for CLUW Northeast Family Bargaining Conf. on May 18 at Park Plaza.

2. Co-sponsor with MA. Assoc of Older Americans (Elsie Frank) a Tip O'Neill Dinner on April 15. Also, will we help with any up front costs?

3. Send Joe Faherty to April Conf. on defense industry in MA - Conversion and possible lost contracts. What's the effect on workers. Mass Freeze invited MA. AFL/CIO

4. Do you want to mention Sec./Labor Dole as possible N.E. Council Guest in April?

5. Hiring of Substance Abuse Grant Person

Teamsters
Jurisdiction
Marlene Seltzer
Gov.

Laborers 2,500

W/C
Homeless
Plumbers officer swearing
N.E. Council
Carmine D'Olympio
Maritime
Homless

Education - Trustee

Hundley
Merriman

MASSACHUSETTS AFL/CIO
STATE OF THE UNION CONFERENCE
JANUARY 18-19, 1989
WORCESTER, MASSACHUSETTS

WEDNESDAY - JANUARY 18

10:00 A.M. - Coffee/danish

10:30 A.M. - NEW TECHNOLOGY - J.T.P.A.
Frank Emspak/Giro Cardinal

11:30 A.M. - SUBSTANCE ABUSE WORKSHOP
Chuck Monahan/ Essex County D.A. Kevin Burke

12:30 P.M. - LUNCH

2:00 P.M. - TOWN/CITY ELECTIONS - Richard Rogers
DEMOCRATIC CAUCUSES - Craig Stepno
MASSACHUSETTS AFL/CIO LEGISLATIVE AGENDA -
Marty Foley

4:30 P.M. - BREAK

RECEPTION/DINNER - SPEAKER - Madeline Matchko, AFL/CIO N.E. COPE DIRECTOR

THURSDAY - JANUARY 19

8:00 A.M. - BREAKFAST

9:00 A.M. - WELCOME - Arthur Osborn, President

9:15 A.M. - Frank Myers, Director AFL/CIO REGION VIII

9:25 A.M. - MERRIMACK VALLEY PROJECT
James Kelley, President Lawrence C.L.C.

9:45 A.M. - PUBLIC SCHOOLS/LABOR CONCERNS
Paul Devlin, President M.F.T.

10:45 A.M. - FUTURE OF THE BUILDING TRADES
Leo Purcell, President, Mass. Building Trades

11:45 A.M. - WOMEN'S INSTITUTE FOR LEADERSHIP DEVELOPMENT(WILD)
Cheryl Gooding, Director.

12:00 NOON - MASS AFL/CIO FRONTLASH - Steven Sullivan-Director

12:15 P.M. - DISCUSSION PERIOD.

12:30 P.M. - LUNCH

2:00 P.M. - MASS. AFL/CIO EXECUTIVE COUNCIL MEETING.

NEED : RESTUCTURING FOR TOMORROW

NorthEast Economic Diversification Conference

Contact Joe Flaherty

January 3, 1989

Arthur R. Osborn
President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

The legacy of forty years of a militarized economy is upon us: massive public, private and corporate debt, the loss of competitiveness in world markets, a crumbling infrastructure, citizens lacking education and healthcare, rising homelessness, the environment abused almost everywhere we look...

Enclosed is a prospectus for the North East Economic Diversification Conference to be held next April 22 at Berkshire Community College in Pittsfield, Massachusetts.

It will address a very pressing issue facing the nation: redirecting the economy away from excessive reliance on military spending toward the genuine strength , prosperity and security derived from diverse civilian production.

The conference is based on the proposition that the American people have a right to participate in an economy that builds toward full employment and social justice without threatening the Earth's future.

We want you to co-sponsor and participate in this important regional meeting as part of a broad spectrum of organizations and individuals. We expect to draw primarily from New York, Connecticut, and Massachusetts.

At this writing more than 20 business executive, labor officials, academics, activists, public officials, clergy and others have agreed to speak on panels and in workshops. John Kenneth Galbraith will be the keynote speaker

Please contact Michael Cevasco, the conference director at (413) 545-2038. In any event, I will telephone you.

I look forward to speaking with you. Your assistance will be greatly appreciated.

Yours,

Shelagh Foreman

Shelagh Foreman

cc:John Loughlin

c/o GIRO, Berkshire Community College, West Street, Pittsfield, MA 01201

EVENT: NorthEast Economic Diversification Conference

TIME AND PLACE: Saturday, April 22, 1989, from 8:30 a.m. to 5:30 p.m., at Berkshire Community College, Pittsfield, Mass.

KEYNOTE SPEAKER: John Kenneth Galbraith

PROBLEM STATEMENT: The United States ...

-- Continues piling up the world's largest national debt.
-- Fails to compete effectively in international markets.
-- Neglects its civilian infrastructure.
-- Has not joined fully enough with other nations to solve the problems threatening all humanity.

GOALS: Recognizing that national security is based as much on economic strength as on military might, we must redirect the nation toward a more healthy, fair and stable full-employment economy involving all Americans. We must examine the extent of military overspending and alternatives for change.

OBJECTIVES: To orient business and labor, professionals and scho lars, elected and appointed officials, activists and others in the Northeast toward the shared benefits of a responsible, deliberate readjustment of the economy.

PROGRAM OF PANELS AND WORKSHOPS (partial): The economics of a military-dependent economy; legislation promoting competitive, consumer-oriented production; the interests of organized labor and business management; workforce retraining; business and university research; religious values and the military economy; the political economy of weapons procurement; common national and international security; the impact of military spending on local economies; defining local budget priorities.

IMMEDIATE POST-CONFERENCE: There will be strategizing sessions for activists Saturday night and Sunday.